

Agency 77 - Commission Of Industrial Relations

Statutory Authority:

The 1920 Constitutional Convention amended the state constitution by enacting Article XV, Section 9 to allow for the creation of the Commission. The Commission (formerly called Court) was created in 1947 for the purpose of settling industrial disputes between management and labor in the public sector. The Commission administers two acts - the Industrial Relations Act, which can be found at Section 48-801 et. seq. and the State Employees Collective Bargaining Act which can be found at Section 81-1369 et. seq.

Vision Statement:

Our vision is that Nebraska citizens obtain uninterrupted public services and that unions and management settle their disputes amicably, but have access to a forum for resolution when they cannot reach that goal.

Mission Statement:

The mission of the Commission of Industrial Relations is to assist public employees and management in three areas of dispute: questions of representation, wage determinations, and "other" category. The Commission determines appropriate bargaining units, conducts elections, establishes wages and conditions of employment when impasse is reached, and orders the parties back to bargaining, to mediation or to factfinding and determines what topics are bargainable and what prohibited practices have been committed by either labor or management. The Commission does not take action unless a petition has been filed with it.

Our principles include maintaining neutrality and upholding the statutory guidelines in our decision-making.

Goals:

Goals for the agency are as follows:

1. To render decisions that comply with statutory provisions.
2. To function efficiently within statutory guidelines.

Financial Data:

	Actual FY06	Approp FY07	Request FY08	Recom FY08	Request FY09	Recom FY09
General Fund	238,757	263,513	300,734	271,928	301,357	279,419
Cash Fund	0	0	0	0	0	0
Federal Fund	0	0	0	0	0	0
Revolving Fund	0	0	0	0	0	0
Other Fund	0	0	0	0	0	0
Total Agency	238,757	263,513	300,734	271,928	301,357	279,419

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Program 531 - Administration

Program Objectives:

Goal #1 - To render decisions that comply with statutory provisions.

Objective - Render fewer decisions that get appealed.

Goal #2 - To function efficiently within statutory guidelines.

Objective - To hold a hearing within 60 days from the date of the filing of a petition and enter an order within 30 days after the receipt of the record of the hearing and briefs have been filed by the parties, unless the parties waive these time limits or for good cause shown on the record. This gives the Commission approximately 120 days to render recommended findings and order in a 48-818 wage case and an order in all other types of cases.

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Performance Measures:

The measurement of achievement for Goal #1 is shown in Table C which shows appeals and their outcomes since the Commission was founded. The achievement of Goal #2 is our performance record as shown in Table D. The number of appeals in the past two years has increased, and we feel that this is a result of several factors, most importantly, the difficulty and intricacy of these cases. The number of days on the docket dropped in '04-'05, only to rise in '05-'06. Again, this is primarily due to the issues in some of the cases that have been brought to the Commission.